

2018 Current Fiscal Year Report: Federal Salary Council

Report Run Date: 06/06/2019 03:39:38 AM

1. Department or Agency

Office of Personnel Management

2. Fiscal Year

2018

3. Committee or Subcommittee

Federal Salary Council

3b. GSA Committee No.

146

4. Is this New During Fiscal Year?

No

5. Current Charter

01/19/2018

6. Expected Renewal Date

01/19/2020

7. Expected Term Date

8a. Was Terminated During Fiscal Year?

No

8b. Specific Termination Authority

8c. Actual Term Date

9. Agency Recommendation for Next Fiscal Year

Continue

10a. Legislation Req to Terminate?

No

10b. Legislation Pending?

Not Applicable

11. Establishment Authority Statutory (Congress Created)

12. Specific Establishment Authority

5 U.S.C. 5304(e)(1)

13. Effective Date

11/05/1990

14. Committee Type

Continuing

14c. Presidential?

No

15. Description of Committee National Policy Issue Advisory Board

16a. Total Number of Reports

No Reports for this Fiscal Year

17a. Open 1 17b. Closed 0 17c. Partially Closed 0 Other Activities 0 17d. Total 1 Meetings and Dates

Purpose	Start	End
Develop recommendations for locality pay in 2019	04/10/2018	- 04/10/2018

Number of Committee Meetings Listed: 1

	Current FY	Next FY
18a(1). Personnel Pmts to Non-Federal Members	\$0.00	\$0.00
18a(2). Personnel Pmts to Federal Members	\$0.00	\$0.00
18a(3). Personnel Pmts to Federal Staff	\$181,107.87	\$184,032.14
18a(4). Personnel Pmts to Non-Member Consultants	\$0.00	\$0.00
18b(1). Travel and Per Diem to Non-Federal Members	\$3,407.79	\$4,000.00
18b(2). Travel and Per Diem to Federal Members	\$0.00	\$0.00
18b(3). Travel and Per Diem to Federal Staff	\$0.00	\$0.00
18b(4). Travel and Per Diem to Non-member Consultants	\$0.00	\$0.00
18c. Other(rents,user charges, graphics, printing, mail, etc.)	\$738.34	\$1,000.00
18d. Total	\$185,254.00	\$189,032.14
19. Federal Staff Support Years (FTE)	1.00	1.00

20a. How does the Committee accomplish its purpose?

The Federal Salary Council meets one or more times per year and sends a recommendation letter to the President's Pay Agent on an annual basis. Under the provisions of 5 U.S.C. 5304, the FSC considers issues relating to Federal locality-based comparability payments regarding (1) the establishment or modification of pay localities; (2) the coverage of annual surveys conducted by the Bureau of Labor Statistics; (3) the process of comparing the rates of pay payable under the General Schedule with the pay for the same levels of work performed by non-Federal workers; and (4) the level of comparability payments that should be paid in order to eliminate or reduce pay disparities.

20b. How does the Committee balance its membership?

The President appoints nine members to the FSC. Three are chosen based on their impartiality, knowledge, and experience in the field of labor relations and pay policy. The remaining six are representatives of employee organizations that represent substantial numbers of General Schedule employees.

20c. How frequent and relevant are the Committee Meetings?

The FSC now meets once or twice a year. The frequency of meetings may change as needed. It is relevant to continue the FSC because 5 U.S.C. 5304 mandates that the President's Pay Agent consider the views and recommendations of the FSC for its annual report to the President.

20d. Why can't the advice or information this committee provides be obtained elsewhere?

The Federal Salary Council is required by statute.

20e. Why is it necessary to close and/or partially closed committee meetings?

All FSC meetings have been open to the public.

21. Remarks

The Federal Salary Council is required by section 5304(e)(1) of title 5, United States Code. The Council's recommendations have been of great value to the President's Pay Agent in administering the locality pay program.

Designated Federal Officer

Mark A. Allen Manager, Pay Systems, OPM

Committee Members	Start	End	Occupation	Member Designation
Bullock, Katja	02/01/2018	01/21/2020	Special Assistant to the President	Special Government Employee (SGE) Member

Cannon, Louis	10/29/2010	01/21/2020	National Trustee	Representative Member
Condrey, Stephen	10/29/2010	01/21/2018	Past President of the American Society for Public Administration	Special Government Employee (SGE) Member
Cox, J. David	10/03/2007	01/21/2020	National President, American Federation of Government Employees	Representative Member
Erwin, Randy	01/21/2016	01/21/2020	National President	Representative Member
Facer, Rex	10/29/2010	01/21/2018	Brigham Young University	Special Government Employee (SGE) Member
Reardon, Anthony	12/01/2015	01/21/2020	National President, National Treasury Employees Union	Representative Member
Sanders, Ronald	02/01/2018	01/21/2020	Director and Clinical Professor	Special Government Employee (SGE) Member
Simon, Jacqueline	10/29/2010	01/21/2020	Public Policy Director, American Federation of Government Employees	Representative Member

Number of Committee Members Listed: 9

Narrative Description

OPM is the central personnel agency for the Federal Government. As part of that role, OPM administers all the Governmentwide pay systems. The Federal Salary Council provides key methodology recommendations on the locality pay program for General Schedule employees, the largest pay system in Government.

What are the most significant program outcomes associated with this committee?

Checked if Applies

Improvements to health or safety	<input type="checkbox"/>
Trust in government	<input type="checkbox"/>
Major policy changes	<input type="checkbox"/>
Advance in scientific research	<input type="checkbox"/>
Effective grant making	<input type="checkbox"/>
Improved service delivery	<input type="checkbox"/>
Increased customer satisfaction	<input type="checkbox"/>
Implementation of laws or regulatory requirements	<input checked="" type="checkbox"/>
Other	<input type="checkbox"/>

Outcome Comments

The FSC is required by 5 U.S.C. 5304.

What are the cost savings associated with this committee?

Checked if Applies

None	<input checked="" type="checkbox"/>
Unable to Determine	<input type="checkbox"/>
Under \$100,000	<input type="checkbox"/>
\$100,000 - \$500,000	<input type="checkbox"/>

\$500,001 - \$1,000,000
\$1,000,001 - \$5,000,000
\$5,000,001 - \$10,000,000
Over \$10,000,000
Cost Savings Other

☐
☐
☐
☐
☐

Cost Savings Comments

NA

What is the approximate Number of recommendations produced by this committee for the life of the committee?

372

Number of Recommendations Comments

The FSC generally submits recommendations once a year. The recommendations cover a broad range of issues including the salary surveys, statistical measures, weighting, curve fitting, effective date, aging data, establishment size, how to compare Federal and nonFederal pay, pay gaps, and the composition of locality pay areas.

What is the approximate Percentage of these recommendations that have been or will be Fully implemented by the agency?

96%

% of Recommendations Fully Implemented Comments

Most of the Council's recommendations since 1992 were adopted by the President's Pay Agent except for a recommendation to include Barnstable County, MA, in the Boston locality pay area made in CY 2002, a recommendation to include million dollar incentive pay in the survey results for GS-12 administrative jobs in the Rest of U.S. survey in CY 2008, and creating new locality pay areas and making a substantial expansion of existing pay areas made in CYs 2010 through 2015.

What is the approximate Percentage of these recommendations that have been or will be Partially implemented by the agency?

0%

% of Recommendations Partially Implemented Comments

NA

Does the agency provide the committee with feedback regarding actions taken to

implement recommendations or advice offered?

Yes ☒ No ☐ Not Applicable ☐

Agency Feedback Comments

The Pay Agent submits an annual report to the President that summarizes actions taken on Council recommendations.

What other actions has the agency taken as a result of the committee's advice or recommendation?

Checked if Applies

Reorganized Priorities	<input type="checkbox"/>
Reallocated resources	<input checked="" type="checkbox"/>
Issued new regulation	<input checked="" type="checkbox"/>
Proposed legislation	<input type="checkbox"/>
Approved grants or other payments	<input checked="" type="checkbox"/>
Other	<input type="checkbox"/>

Action Comments

NA

Is the Committee engaged in the review of applications for grants?

No

Grant Review Comments

NA

How is access provided to the information for the Committee's documentation?

Checked if Applies

Contact DFO	<input checked="" type="checkbox"/>
Online Agency Web Site	<input checked="" type="checkbox"/>
Online Committee Web Site	<input checked="" type="checkbox"/>
Online GSA FACA Web Site	<input checked="" type="checkbox"/>
Publications	<input checked="" type="checkbox"/>
Other	<input type="checkbox"/>

Access Comments

N/A